



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
EIGHTH ARMY WIGHTMAN NCO ACADEMY
CAMP JACKSON, KOREA
UNIT #15351
APO AP 96258-5351

EAHC-NCOA

31 May 2013

MEMORANDUM FOR ALL WIGHTMAN NCO ACADEMY ASSIGNED SOLDIERS

SUBJECT: Commandant's Policy #10, Sexual Harassment

1. I am committed to ensuring all Soldiers and civilian employees are able to work in an environment free from sexual harassment. Sexual harassment will not be tolerated. All leaders, managers, and supervisors must keep their ear to the ground and work diligently to prevent and eliminate sexual harassment of any form in their area of responsibility. This includes setting the proper example for our Soldiers and civilian employees, providing specific information concerning policies, and ensuring all Soldiers and civilian employees attend Army's POSH training.

2. Department of Defense Directive Number 1350.2 states:

a. Sexual harassment is a form of sex discrimination which involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

(1) Submission to such conduct is made either explicitly or implicitly, a term or condition of a person's job, pay, or career, or

(2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or

(3) Such conduct has the purpose of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

b. Any person in a supervisory or command position who uses or condones any form of sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature in the workplace is also engaging in sexual harassment.

3. Sexual harassment is a violation of the high standards of conduct I expect from all 8th Army NCO Academy personnel whether a student or cadre. It is detrimental to productivity, defeats individual rights, and violates the law. I will process all violations using established disciplinary procedures. Individuals who are sexually harassed by supervisors, superiors, peers, cadre or co-workers should make it clear such behavior is unwelcome. They can report the incident to the appropriate authorities or the Equal Opportunity Leader/Advisor or an Equal Employment Opportunity Office/counselor. Complaints will be presented without fear of intimidation, reprisal, or harassment.

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4. Our Academy will continue to work to establish a positive environment free of sexual harassment. Training in POSH is provided to the command work force annually. I expect all assigned personnel to attend the appropriate phase of POSH training. A 8th Army Sexual Harassment Hotline (723-1002 or 0505-723-1002) has been established for reporting any problems/concerns regarding behaviors employees deem inappropriate or unwelcome.

5. File this policy statement as required reading for all assigned personnel, and in addition, permanently post it on all bulletin boards until superseded.



DAVID L. MORGAN
CSM, USA
Commandant